



South Pacific Division
U.S. Army Corps of Engineers



5-YEAR PLAN GENERAL ATTORNEY GS-0905

Who we are: The US Army Corps of Engineers Legal Services System is an integrated network of Counsel offices that spans the globe -- 51 Offices in the Continental United States, as well as offices in Hawaii, Alaska, Korea, Japan and Germany. These offices employ over 450 attorneys and support staff. We are counselors to decision makers and play a critical role in the planning and execution of Corps Military And Civil Works projects. We practice preventive law -- to get out in front in the planning and design phases of Corps projects to facilitate smooth and effective execution. The Corps legal services organization is respected as a leader in the Partnering and Alternative Dispute Resolution Programs. As attorneys, our mission is to represent the Corps legal position and rights as an organization in such areas as contract law, environmental law, fiscal law, torts and admiralty claims, personnel law and EEO, just to name a few. We are trial attorneys before the Armed Services Board of Contract Appeals and assist Department of Justice attorneys in litigation matters.

Working for us: Graduates awaiting admission to the bar may receive temporary appointments for up to 14 months. Law students may be appointed as legal trainees. Attorneys must be a graduate of law school accredited by the American Bar Association at the time of graduation. Additionally, they must be a member in good standing of the bar of one of the 50 states, the District of Columbia, Puerto Rico, the Virgin Islands or other U.S. Territory. The Government will not pay Bar Association dues for the maintenance of an attorney's license. Those meeting these most basic requirements together with some special recognition while in law school will qualify for employment at a GS-11 level.

One year of experience also meets the basic requirement of GS-11 employment, while two or more years of experience meets the basic requirement of GS-12 and higher. One year at a GS-12 level coupled with an increased level of responsibility meets the requirement of GS-13. Attorney's may be promoted from a GS-11 to a GS-13 within two years. An increased level of responsibility coupled with more difficult legal problems to resolve provide attorneys with opportunities to apply for GS-14 and GS-15 positions. Typically these positions are Chief Counsel's at the Corps District Offices and Division Counsel. In general, broad experience and a willingness to be mobile as an employee of the Corps enhances your potential as a candidate for higher graded positions. Attorney's may also choose to apply for overseas assignments which offer experience in construction in foreign countries and other aspects of international law.

Pay (Grade) Structure: Grades are established using a combination of (1) nature of case or legal problem and (2) level of responsibility. Each factor is measured separately to recognize the fact that they do not necessarily appear in attorney positions in proportionate degrees. Elements of the nature of case or legal problem include all elements which tend to make the problem more or less difficult to resolve satisfactorily and are categorized as Type I, II, and III cases. Levels of responsibility are defined as beginning, intermediate and senior



attorney levels. The level assigned to one factor together with the level assigned to the other factor determine the grade of the position according to the following conversion table:

GRADE-LEVEL CONVERSION CHART		
<i>Nature of Case or Legal Problem</i>	<i>Level of Responsibility</i>	<i>Grade</i>
TYPE – I	A	*
	B	9
	C	11
	D	12
TYPE – II	A	9
	B	11
	C	12
	D	13
	E	14
TYPE – III	A	11
	B	12
	C	13
	D	14
	E	15

Training Opportunities: Attorneys are encouraged to seek a wide variety of training to keep abreast of current legal issues and prepare them for the challenges ahead. Formal education, conferences, position details, and cross-training are available. Formal training opportunities include legal services courses from the Corps of Engineers (qualified attorneys may serve as instructors), the Judge Advocate General's School at the University of Virginia and Department of Justice Legal Education Institute. Additionally, attorneys may be eligible for long term training opportunities such as the Masters of Laws in Environmental and Procurement Law, Procurement Law and Environmental Law at George Washington University School of Law. Lewis and Clark Northwestern School of Law offers a Master of Laws in Environmental and Natural Resources Law. Although CLE requirements are ultimately the responsibility of the individual, supervisors may elect to include such courses into individual training plans.

Recognition and Awards: In addition to Performance and Incentive awards the Corps recognizes our outstanding legal members with four honorary awards. These honorary awards are bestowed upon only our best attorneys in recognition for outstanding performance and achievements through a Corps-wide nomination and selection process.

Sources: U.S. Army Corps of Engineers, Legal Services web page at <http://www.hq.usace.army.mil/cecc/maincc.htm> and the Office of Personnel Management, General Schedule Position Classification Standards for General Attorney, Series 0905, at <http://www.opm.gov/fedclass/html/gsseries.htm>